

ABSTRACT

BATUTAY, ABELAINE B., Job Content Plateau of Middle Managers in the Electronics Industry. Master in Business Administration, De La Salle University- Dasmariñas, Cavite, June 2011. Adviser : Dr. Epifania D. Anfone.

This study determined the factors that affect the Job Content Plateau of the middle managers in the electronics industry in Cavite. The two (2) sets of Independent Variables are Personal Career Factors and Work Environment Support. Personal Career Factors considered are Work Centrality, Self-Efficacy, Self-Esteem, Assertiveness, Desire for Achievement, and Initiative for Risk Taking. Work Environment Support considered Support from Immediate Superior, Support from Work Group, and Support from the Organization. The intervening variables tested were Job Tenure and Job Challenge.

Forward Stepwise Logistic Regression was used to assess the effect of Personal Career Factors and Work Environment Support to Job Content Plateau. It also tested if Job Tenure and Job Challenge intervened in the relationship established by the first test conducted on the independent and dependent variables. Respondents' tenure was analyzed using frequency distribution. The average time the respondents stayed in their companies is 6.841 years while the average length of time they stayed in the current position is 4.7749 years. It was found out that the respondents have moderate work centrality ($mean = 3.3758$), high self-efficacy ($mean = 4.0233$), high self-esteem ($mean = 4.0225$), high assertiveness ($mean =$

3.9882), high desire for achievement ($mean = 4.1589$) and moderate initiative for risk taking ($mean = 3.4851$).

Results also showed that the respondents acquire high support from immediate superior ($mean = 3.8043$), high work group support ($mean = 3.8916$) and a moderate support from the organization ($mean = 3.4774$). It was revealed that respondents have high level of job challenge ($mean = 3.8053$) and that 28.4 percent are plateaued while 71.6 percent are non-plateaued.

This study resulted to a significant ($p < 0.05$) but negative ($\beta = -0.622$) relationship between Work Centrality and Job Content Plateau. Results also showed a positive ($\beta = 0.778$) and significant ($p < 0.05$) relationship between Self-Efficacy and Job Content Plateau. Immediate Superior Support was found to have a significant ($p < 0.05$) but negative ($\beta = -0.815$) relationship to Job Content Plateau.

It was also proven that Job Challenge has an inverse ($\beta = -1.617$) and significant ($p < 0.05$) relationship to Job Content Plateau and it does intervene in the relationship previously established by this study between of Work Centrality, Self Efficacy and Support from Immediate Superior with Job Content Plateau.